

Message

From: Pace, Donald [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=4A26B5BEDCA34FFAAF7DEAA9B5075749-PACE, DONALD]
Sent: 12/4/2020 6:27:14 PM
To: Mongelli, Thomas [Mongelli.Thomas@epa.gov]
Subject: RE: CORRECTED DUE DATE: Action: Request for FY21 & FY22 Diversity & Inclusion Training Materials

Thanks Tom – I appreciate it.

From: Mongelli, Thomas <Mongelli.Thomas@epa.gov>
Sent: Friday, December 4, 2020 9:29 AM
To: Pace, Donald <Pace.Donald@epa.gov>
Subject: RE: CORRECTED DUE DATE: Action: Request for FY21 & FY22 Diversity & Inclusion Training Materials

Hi Don,

I submitted forms for the two Buck Davis trainings and uploaded the documents we had into the Teams site. Just a heads up that there was no option to add comments regarding the fact that the trainings have not yet been scheduled, so I just put the date for both courses as 7/4/21, as discussed yesterday. I also put you and Barbara as the points of contact.

-Tom

Thomas Mongelli
Special Assistant
Mission Support Division
US EPA, Region 2
290 Broadway
New York, NY 10007
(212) 637-4256

From: Pace, Donald <Pace.Donald@epa.gov>
Sent: Wednesday, December 02, 2020 12:29 PM
To: Mongelli, Thomas <Mongelli.Thomas@epa.gov>
Subject: RE: CORRECTED DUE DATE: Action: Request for FY21 & FY22 Diversity & Inclusion Training Materials

I think for now we are going to move just the future training forward. Once I get Pete's blessing, either I or you can populate the SP site.

Thanks again.

From: Mongelli, Thomas <Mongelli.Thomas@epa.gov>
Sent: Wednesday, December 2, 2020 12:28 PM
To: Pace, Donald <Pace.Donald@epa.gov>
Subject: RE: CORRECTED DUE DATE: Action: Request for FY21 & FY22 Diversity & Inclusion Training Materials

Thanks Don. I spoke to Darnelle about this training request briefly this morning. She said she did not have anything additional to add. Also, I believe all of the items that Mavis provided were for past trainings. Do we know yet where those items should be submitted? This data request is only for future trainings.

Thomas Mongelli

Special Assistant
Mission Support Division
US EPA, Region 2
290 Broadway
New York, NY 10007
(212) 637-4256

From: Pace, Donald <Pace.Donald@epa.gov>
Sent: Wednesday, December 02, 2020 12:25 PM
To: Mongelli, Thomas <Mongelli.Thomas@epa.gov>
Subject: FW: CORRECTED DUE DATE: Action: Request for FY21 & FY22 Diversity & Inclusion Training Materials

I forgot to copy you on this.

From: Mugdan, Walter <Mugdan.Walter@epa.gov>
Sent: Wednesday, December 2, 2020 12:24 PM
To: Pace, Donald <Pace.Donald@epa.gov>
Cc: DeMarco, Frank <DeMarco.Frank@epa.gov>; Pastalove, Barbara <Pastalove.Barbara@epa.gov>; Rubel, Robert <Rubel.Robert@epa.gov>; Johnson, Mavis <johnson.mavis@epa.gov>
Subject: RE: CORRECTED DUE DATE: Action: Request for FY21 & FY22 Diversity & Inclusion Training Materials

Thanks - this looks fine to me.

I doubt that the SP site allows any further clarification, but if so we could add that while we have already contracted for these two additional sessions, no dates for these sessions have been set as yet.

From: Pace, Donald <Pace.Donald@epa.gov>
Sent: Wednesday, December 02, 2020 12:16 PM
To: Mugdan, Walter <Mugdan.Walter@epa.gov>
Cc: DeMarco, Frank <DeMarco.Frank@epa.gov>; Pastalove, Barbara <Pastalove.Barbara@epa.gov>; Rubel, Robert <Rubel.Robert@epa.gov>; Johnson, Mavis <johnson.mavis@epa.gov>
Subject: RE: CORRECTED DUE DATE: Action: Request for FY21 & FY22 Diversity & Inclusion Training Materials

Hi Walter – this is the proposed draft response to this request for planned D&I Training. We need to enter this information into the SP site as the description of the events. We do not have additional documentation that would be responsive to this request.

I can pass this along to Pete if you agree with this proposed response. Thanks.

Buck Davis and Company - Race, Resilience & The Role of Being an Ally – 2 sessions \$7,000:

Race, Resilience & The Role of the Ally is an interactive webinar on race, privilege and collaboration in the workplace. It provides attendees a positive, moderated forum to share their feelings about the layered implications of civil unrest and societal conflict. During the webinar, participants will learn about tools grounded in evidence-based research to help them cope with the fear, anxiety and mental fatigue that they are facing. They will explore three mindsets proven to enhance resilience and how to translate each into practical ways to take care of themselves and their teammates. They'll learn what it means to be an ally at work.

From: Mugdan, Walter <Mugdan.Walter@epa.gov>

Sent: Friday, November 20, 2020 2:33 PM

To: Pace, Donald <Pace.Donald@epa.gov>; DeMarco, Frank <DeMarco.Frank@epa.gov>; Pastalove, Barbara <Pastalove.Barbara@epa.gov>; Rubel, Robert <Rubel.Robert@epa.gov>; Johnson, Mavis <johnson.mavis@epa.gov>

Subject: CORRECTED DUE DATE: Action: Request for FY21 & FY22 Diversity & Inclusion Training Materials

Importance: High

We heard today on a DRA/DAA call that the correct due date is December 4.

From: OHR DIRECTOR <OHR_DIRECTOR@epa.gov>

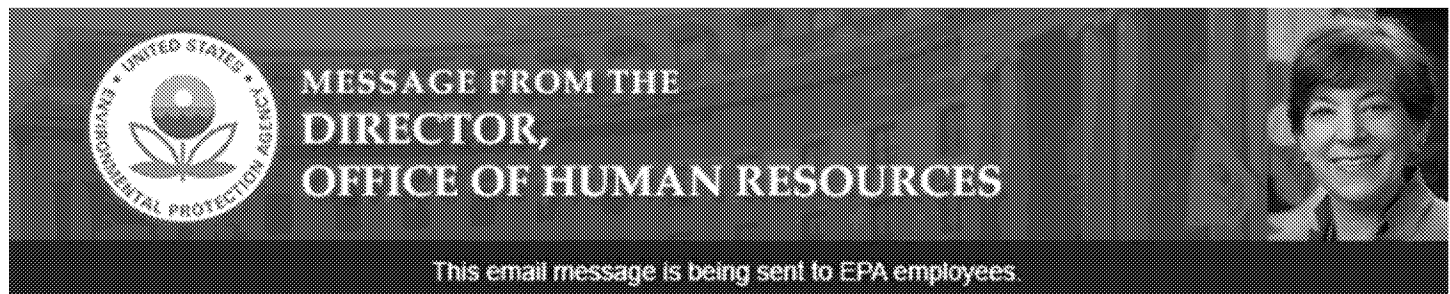
Sent: Thursday, November 19, 2020 4:35 PM

To: Leadership_Deputy_Regional_Administrators <Leadership_Deputy_Regional_Administrators@epa.gov>; Leadership_Deputy_Assistant_Administrators <Leadership_Deputy_Assistant_Administrators@epa.gov>

Cc: Regional Mission Support Division - Directors <Regional_Mission_Support_Division_Directors@epa.gov>; RHRO <RHRO@epa.gov>; OMS-ARM-OHR-PMOs <OMS-ARM-OHR-PMOs@epa.gov>; EEO Officers <EEO_Officers@epa.gov>

Subject: Action: Request for FY21 & FY22 Diversity & Inclusion Training Materials (Due 11/27/20)

Importance: High



Colleagues,

On September 22, 2020, President Trump issued [Executive Order 13950](#) combatting race and sex stereotyping. This order requires federal agencies to “submit copies of any training, workshop, or similar programming having to do with diversity and inclusion as well as information about the duration, frequency, and expense of such activities.”

Additional guidance provided in OPM’s memorandum “[Mandatory Review of Employee Training under E.O. 13950 September 22, 2020](#)” states:

The Executive Order applies to all diversity and inclusion training programs, including programs developed prior to the issuance of this Executive Order, as well as new programs that may be proposed or established after September 22, 2020. Coverage includes, but is not limited to, all training that is paid for with Federal funds or that Federal employees are required or permitted to view, listen to, or participate in while on Government-paid time. Included is training that is conducted or led by Government employees; training that is conducted or led by contractors or others; live training sessions conducted in person or by any electronic means, whether telephonic or video; materials posted on any Federal agency’s public-facing or internal Internet or Intranet sites; and, written or video materials or other content that have been produced or procured with Federal funds and that are available to the general public or that Federal employees are required or permitted to read or view.

The Office of Human Resources will submit a single request to OPM on behalf of the U.S. Environmental Protection Agency. **By November 27, 2020**, please provide an overarching diversity and inclusion training plan

for your organization covering FY2021 and FY2022. In this plan, include information about each diversity and inclusion training topic and title, vendor, instructor, cost and scheduled offering.

For planned training activities complete this [form](#) and for each planned training activity upload the following materials in an electronic document format (not a link) to the [D&I Training Community Teams](#) site (request access to site prior to loading documents):

- Course agenda
- Instructor guide
- Participant guides
- PowerPoint slides
- Any additional materials or handouts (including links to web-based course previews or other web-based content).

We understand vendors may have concerns about the proprietary nature of their materials. Please assure them the materials will be used for review purposes to ensure adherence to EO 13950 only.

Each agency is required to identify a senior political official to serve as a point of contact for OPM. For EPA, this is Dave Zeckman. Once all training materials are gathered, the single agency package will be submitted to OPM for review. OPM will evaluate packages on a “first in and first out” basis and will assess each training for compliance with the Executive Order. Any training arising after the EPA package is submitted should be sent to Claire Milam. Claire will work with Dave to determine if the new training is covered by the Executive Order and arranging for OPM assessment as needed.

Please direct any questions to Claire Milam, Acting Chief, Training Branch at 202-564-7582 or milam.claire@epa.gov.